



# Planning for Racial Equity in Partnership with Our Beloved Communities

10.18.23



*Equity and Wellness Institute*

Cultivating Well-Being in Communities

**What is a  
Racial Equity  
Action Plan?**



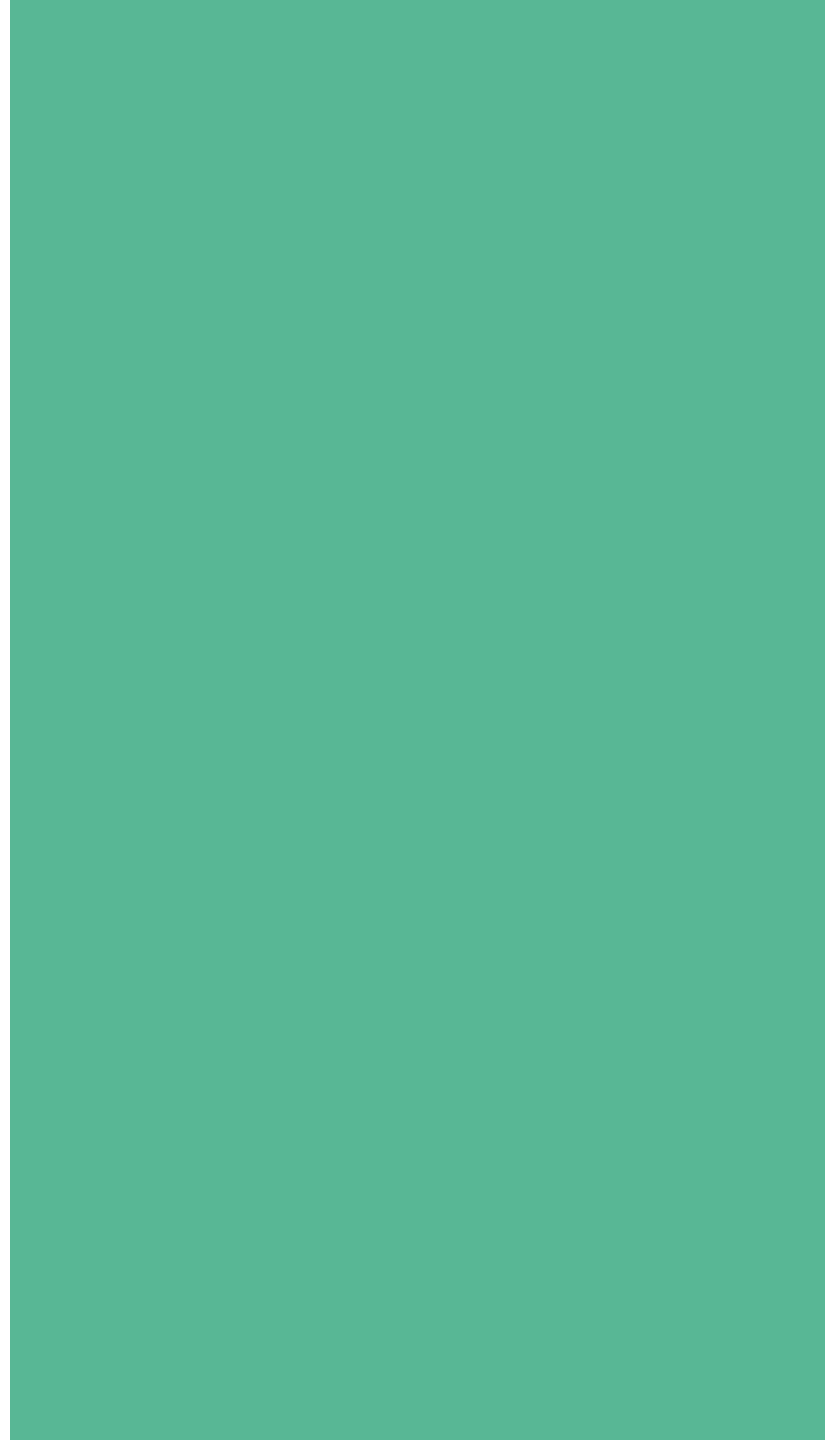
## **ACTION PLAN:**

Findings &  
Recommendations  
from the CoC Racial  
Equity Committee

**SUMMER 2021**

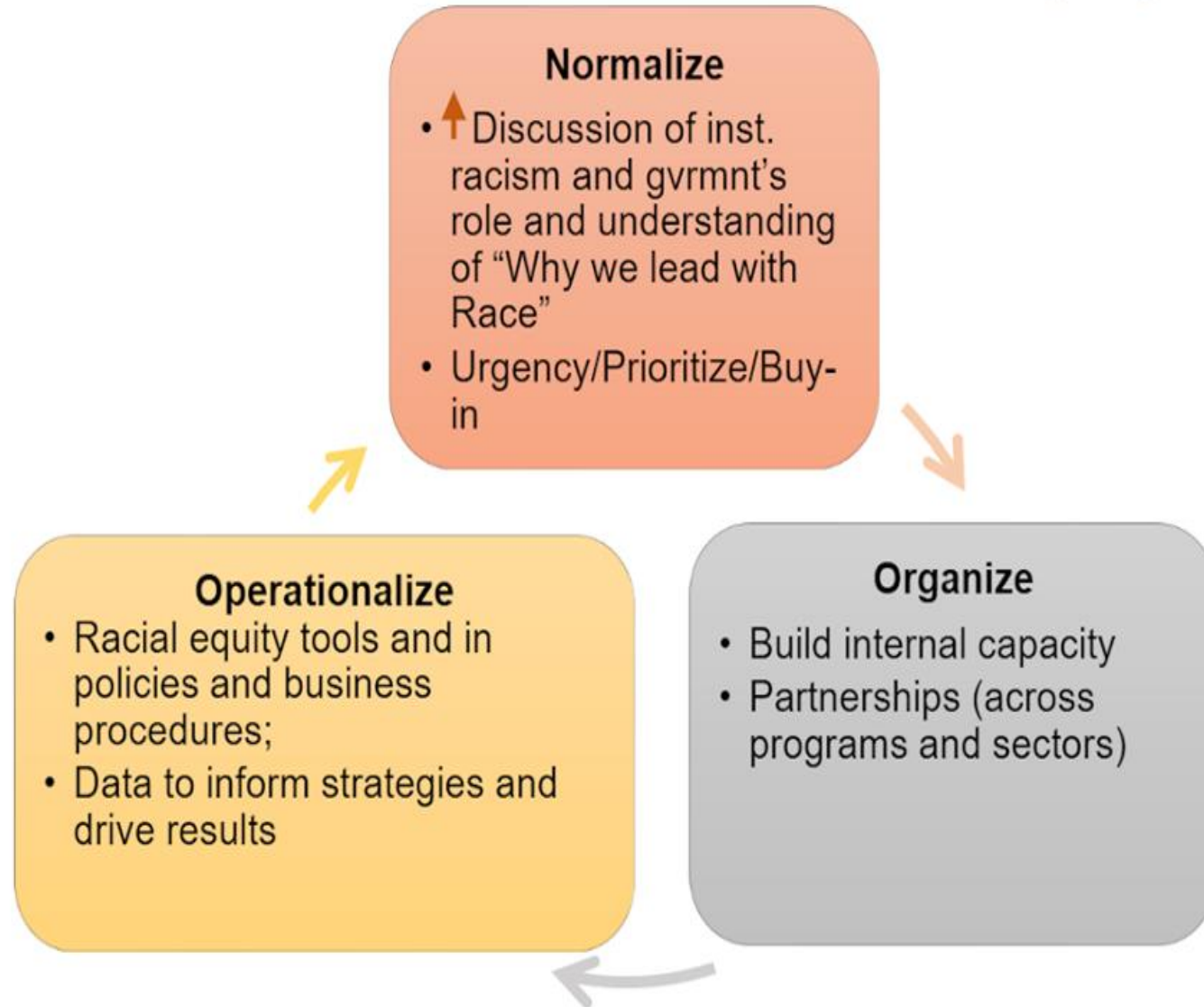
# Table of Contents

Racial Equity Committee (REQC) Approval, Recruitment, & Formation .....	4-7
Racial Equity: Data & Context About the Disparities in Homelessness .....	8-11
REQC Vision & Process .....	12-13
2021 Rosters & Key Staff .....	14-15
Findings & Recommendations	
Racial Equity Committee (REQC) .....	16-17
Data with a Racial Equity Lens .....	18-19
Training & Education/Normalizing Conversations .....	20-21
Staff & Leadership Diversity .....	22-23
Assessment & Prioritization .....	24-25
Language Access .....	26-27
Equitable Funding .....	28-29
Partnerships .....	30-31
Homeless Management Information System (HMIS) .....	32-33
Appendix A .....	34-43



# Racial Equity Action Plans.....

*Put a theory of change into action*



# Racial Equity Action Plans are.....

- A means to an end; NOT the end
- Both a process and a product
- Guided by a clear results statement/vision
- Structured to achieve meaningful and measurable results
- Transformative
- Policy documents
- Complementary to and leverage existing planning/policy documents
- used to create and maintain accountability



**What are your  
institution's spheres  
of influence?**



# Potential Spheres of Influence

- Training and Education
- Technical Assistance
- Projects and Programming
- Data Collection, Analysis and Reporting
- Tribal Relations
- Interagency Collaboration
- Partnerships
- Hiring, Recruitment, Retention and Promotions
- Communications
- Contracts and Grants
- Stakeholder Policies and Practices for Community Trust-Building, Access and Engagement

# Examples from State Agencies



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Leadership

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Operations

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Technical Assistance  
and Capacity Building

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Interagency  
Collaboration

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Decision Support  
Tool

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Leadership

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Advisory Groups



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Communications

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Pilot Projects

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Policy



# Decision Support Tool

## DECISION SUPPORT TOOL

The Decision Support Tool is a series of questions that will be valuable to ask when considering proposed actions, including but not limited to new or existing programs, policies, or practices.

This is a methodical process that occurs at every decision point. It will take time to adhere to the process – specifically, the work of the CAC will slow down intentionally. Implicit bias research indicates that when we slow down and take the time to walk through a guided tool or series of standard questions, we are less likely to revert to the kind of thinking that activates our biases.<sup>3</sup> By fully embracing this Decision Support Tool, the CAC is developing an organizational culture that acknowledges and addresses the downsides of moving too quickly. This Tool will allow the staff and Council to feel confident in their decision-making and to validate those fully vetted decisions.

1

TIER 1: BASIC CAPACITY

2

TIER 2: PUBLIC INPUT AND IMPACT

3

TIER 3: EQUITY ALIGNMENT

4

TIER 4: COUNCIL PROCESS

5

TIER 5: POST-DECISION CONSIDERATIONS

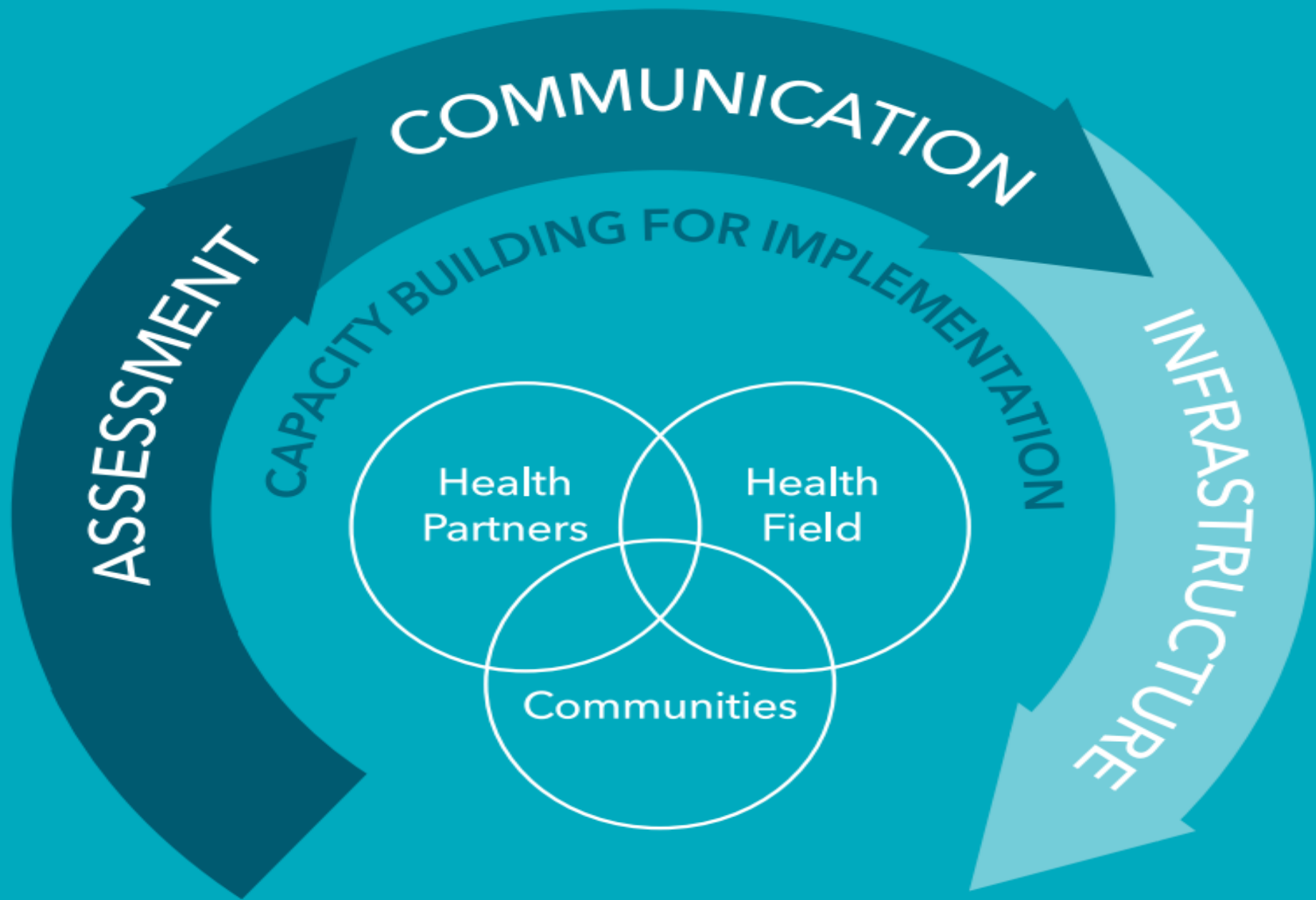
<sup>3</sup> Casey, Pamela M.; Warren, Roger K.; Cheesman, Fred L.; and Elek, Jennifer K., "Addressing Implicit Bias in the Courts" (2013). Court Review: The Journal of the American Judges Association. 442.



# PORTRAIT OF PROMISE:

The California Statewide Plan to Promote  
Health and Mental Health Equity

Report to the Legislature and the People of California  
by the Office of Health Equity,



**Eliminate Health and Mental Health Inequities**

*"The Baldwin Hills Park is a great open space with tremendous potential to meet the needs of Los Angeles and Black Los Angeles specifically."*



*"How do we carve out enough for these communities of color so they have access to the money, same as they do in the Sierra Nevada, same as they do in Tahoe?"*

— David McNeill

## Projects

### Park to Playa Trail

- Giving people of South L.A. access to the outdoors in their own neighborhood.

### Stocker Corridor Trail

- Coordinated hikes and community-based non-profits to engage the youth.

### Baldwin Park Development (One Big Park)

- For 20 years, Baldwin Hills Conservancy has been buying up land, or getting others to buy it, and have set it aside for the public.



## Baldwin Park Development (One Big Park)

"Once completed, the park will be larger than Golden Gate Park in San Francisco or Central Park in New York City. With over 1,400 acres of contiguous open space, it would be the largest urban park created in over a hundred years."

# Steps to Consider When Creating a Racial Equity Action Plan In Partnership with Communities

1. **Work Plan, Documentation, Project Management & Administrative Support**
2. **Internal Data and Resources Review**
3. **Community Based Participatory Research**
4. **Additional Information Gathering/ Environmental Scan**
5. **Evaluation of Resources**
6. **Training Series**
7. **Community Forums**
8. **Themes and Recommendations**
9. **Implementation Plan**
10. **Communications Plan**



# Goals of Public Participation

Inform	To provide the public with objective information to assist them in understanding problems/solutions/alternatives.
Consult	To work directly with the public to ensure that their concerns and aspirations are consistently understood and considered.
Collaborate	To engage affected community members to gather input and develop alternatives and solutions
Share Decision & Power	To partner with affected community members with final decision-making authority
Empower	Community <b>owns</b> project, process, and ultimate decisions and outcomes.



# Interact with Your Neighbors







# Reflection Questions

- I. What are some fears that institutions have about community engagement?
- II. How about fears related to taking on racial equity?
- III. What are the benefits of pursuing community engagement and racial equity?
- IV. How might Sacramento County benefit from this pursuit?

# Additional Questions for Consideration





**What is your definition  
of racial equity?**



## What is your vision for racial equity in the county?



**What should residents of Sacramento County be able to expect regarding the services provided?**



**How could the residents see themselves as co-collaborators with the county?**



**What kinds of shifts would need to take place to make that happen?**



# Questions?

We'd love to talk to you



 [hello@eqwi.us](mailto:hello@eqwi.us)

 916.238.8411

 [www.eqwi.us](http://www.eqwi.us)